

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2019 to July 31, 2020.

1) Employment Unit: CBS Broadcasting Inc.; San Francisco Television Station KBCW Inc.

2) Unit Members (Stations and Communities of License): KPIX TV/KBCW TV: San Francisco/Oakland/San Jose, CA

3) EEO Contact Information for Unit Member:

Mailing Address: KPIX/KBCW 855 Battery Street San Francisco, CA 94111	Telephone Number: 415-765-8628
	Contact Person: Kevin Walsh
	E-mail Address: KPWalsh@cbs.com

I. FULL TIME VACANCIES DURING REPORTING PERIOD – Jobs Filled (See Master Recruitment Source List for recruitment source data)

Job Title	Recruitment Source Notified of Job Vacancy	Recruitment Source of Hiree
Art Director	1-63	58
Associate Digital Line Producer	1-63	63
Associate Digital Line Producer	1-63	57
Associate Digital Line Producer	1-63	57
Associate Digital Line Producer	1-63	61
Associate Digital Line Producer	1-63	61
Associate Digital Line Producer	1-63	58
Associate Digital Line Producer	1-63	58
Digital Line Producer	1-63	58
Digital Line Producer	1-63	58
Digital Line Producer	1-63	58
Assignment Editor	1-63	57
Assignment Manager	1-63	58
Director Production	1-63	58
Director Production	1-63	61
Associate Producer	1-63	61
Executive Producer	1-63	58
Executive Producer	1-63	58
Newswriter	1-63	58
Account Executive	1-63	60
Account Executive	1-63	60
Account Executive	1-63	60
Sales Manager	1-63	58
Meteorologist	1-63	59
Photographer	1-63	60
Photographer	1-63	57
Reporter	1-63	58
Reporter	1-63	60
Anchor/Reporter	1-63	59

II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

CODE #	RECRUITMENT SOURCE	ADDRESS	CONTACT	PHONE	REQUESTED NOTIFICATION (Y/N)	NUMBER OF INTERVIEWEES REFERRED
1	AFTRA	Job Opportunities Bulletin 1900 Broadway, FL 5 New York, NY 10023	Human Resources	(212) 213-2022	Yes	
2	Arriba Juntos	1850 Mission Street San Francisco, CA 94103	Ximena Montes	(415) 487-3247	Yes	
3	Asian Business League of San Francisco	PO Box 191345 San Francisco, CA 94119-1345	Randy Chan		Yes	
4	Asian Women's Resource Center	940 Washington Street San Francisco, CA 94108			Yes	
5	Bay Area Star	c/o KPIX 855 Battery Street San Francisco, CA 94111 www.bayareastar.org	Nancy Bell	(415) 332-5754	Yes	
6	California Association of Broadcasters	915 L Street, Ste 1150 Sacramento, CA 95814 cbapowers@aol.com	Mr. Powers	(916) 444-2237	Yes	
7	Center for Independent Living	Employment Services 3075 Adeline St., Ste 110 Berkeley, CA 94703	Jeannie Zazzi	(510) 841-4776	Yes	
8	Chabot College	Job Placement 25555 Hesperian Boulevard Hayward, CA 94545	Terrance Thompson	(510) 723-6600	Yes	
9	Chinatown Community Development Ctr.	1525 Grant Avenue San Francisco, CA 94133	Tina Lim	(415) 984-1466	Yes	
10	Chinese for Affirmative Action	17 Walter U. Lum Place San Francisco, CA 94108	Leo Chyi	(415) 274-6760 Ext: 305	Yes	
11	City College Job Development Group	John Adams Campus 1860 Hayes Street, Room #234 San Francisco, CA 94117	Jennifer Norris	(415) 561-1947	Yes	
12	City College of San Francisco	Job Placement - 5125 50 Phelan Avenue San Francisco, CA 94112	Indiana Quadra	(415) 239-3117	Yes	
13	City College of San Francisco	Career Connection 1400 Evans Avenue San Francisco, CA 94124	Janel Hadden	(415) 550-4349	Yes	
14	Collective Talent	1721 Richardson Place Tampa, FL, 33606 bille@michaelsmedia.com	Michael Bille		Yes	
15	College of Alameda	Job Placement 555 Atlantic Avenue Alameda, CA 94501	Monique Perkins	(510) 748-2193	Yes	
16	College of San Mateo	Broadcasting Department 1700 W. Hillsdale bille@michaelsmedia.com			Yes	
17	Department of Rehabilitation	Job Club 455 Golden Gate Ave, Suite 7727 San Francisco, CA 94102-7016		(415) 904-7100	Yes	
18	Developmental Disabilities Bd Area 5	1515 Clay Street, 3 rd floor Oakland, CA 94612 FAX – 510-286-4397	Susan Bacome	(510) 286-0439	Yes	
19	Disabled Vets Outreach Program	Employment Representative 278 North 2nd Street San Jose, CA 95112	Levert Traveler	(408) 774-5415	Yes	
20	DREDF	3075 Adeline Street, Ste 210 Berkeley, CA 94703	Susan Henderson	(510) 644-2555	Yes	
21	EDD Job Service Office	801 Turk Street San Francisco, CA 94104 FAX – 415-749-7477	Mary Archer	(415) 749-7500	Yes	
22	EDD/Career Link/Civic Center	801 Turk Street San Francisco, CA 94102	Tom Swinnerton	(415) 749-7500	Yes	
23	EDD/Eastbay Works	Job Services for Contra Costa County 4071 Port Chicago Hwy, Suite 250 Concord, CA 94520-1157	Tony Esperanza	(415) 749-7500	Yes	
24	Entertainment Employment Journal	Human Resources P.O. Box 60163 Corpus Christi, TX 78466-0163	Gregorio Carbajal	(818) 776-2800	Yes	
25	Filipinos for Affirmative Action	310 8th Street #308 Oakland, CA 94607	Eduardo Valladares	(510) 465-9876	Yes	

26	Golden Gate University	Career & Counseling Services 536 Mission Street San Francisco, CA 94105			Yes	
27	Goodwill Industries	Career Services 295 Bay Street San Francisco, CA 94133	Una Tutson	(415) 575-2100	Yes	
28	Goodwill Placement Center	1301 30th Avenue Oakland, CA 94601	Sharon Maxwell	(510) 698-7215	Yes	
29	Holy Names University	Career Planning Center 3500 Mountain Boulevard Oakland, CA 94619	Peter Weston	(510) 436-1580	Yes	
30	Independent Living Resource Center	825 Howard Street San Francisco, CA 94103	Bridgett Brown	(415) 543-6222	Yes	
31	Japanese Community Youth Council	2012 Pine Street San Francisco, CA 94115	Tina Alcantara	(415) 563-8052	Yes	
32	KBWB	Human Resources 2500 Marin Street San Francisco, CA 94124	Sheeley Chew	(415) 821-2020 x1925	Yes	
33	KICU	Human Resources 2102 Commerce Drive San Jose, CA 95131	Adriene Williams	(408) 953-3636	Yes	
34	KQED	Human Resources 2601 Mariposa San Francisco, CA 94110	Anne Hahn	(415) 553-2303	Yes	
35	KRON	Human Resources P.O. Box 3412 San Francisco, CA 94119		(415) 561-8662	Yes	
36	La Raza Information Center	474 Valencia #100 San Francisco, CA 94103	Dena Als'aro	(415) 863-0221	Yes	
37	Laney College	Job Placement 900 Fallon Street Oakland, CA 94607	Cleophas Griffin	(510) 464-3126	Yes	
38	Media Alliance	814 Mission Street, Ste. 205 San Francisco, CA 94103 Jobfile@media-alliance.org	Kristina Risga	(415) 546-6334	Yes	
39	Media Line	1209 Wood Valley Rd. Augusta, GA 30909	Mark Shilstone	(800) 237-8073	Yes	
40	Merritt College	Job Placement 12500 Campus Drive Oakland, CA 94619	Catherine Thur	(510) 436-2449	Yes	
41	Mission Language & Vocational School	2929 19th Street San Francisco, CA 94110		(415) 648-5220	Yes	
42	NAB	1771 N Street, N.W. Washington, D.C. 20036	Karen Hunter	(202) 429-5498	Yes	
43	NAHJ	c/o La Opinion Human Resources 700 S. Flower St. STE 3000 Los Angeles, CA 90017		(213) 683-1407	Yes	
44	News Media Association	USC School of Journalism 3502 Watt Way Los Angeles, CA 90089			Yes	
45	Next Step	795 Willow Road – MS116B6 Menlo Park, CA 94025	Bill Robles	(650) 617-2729	Yes	
46	Peralta College Television	900 Fallon Street Oakland, CA 94607	Cleophas Griffin	(510) 834-5740	Yes	
47	San Francisco State University	Career Center 1600 Holloway Avenue San Francisco, CA 94132	Jim Wong	(415) 338-1764	Yes	
48	Senior Employment Opportunities	Job Developer 150 Frank Ogawa Plaza – Suite 4353B Oakland, CA 94612	Dorotney Postan	(510) 238-6238	Yes	
49	Society of Professional Journalists	3909 N Meridian Street Indianapolis, IN 46208-4045	Greg Jones	(317) 927-8000	Yes	
50	Solano Community College	Work Experience Coordinator 4000 Suisun Valley Road – Bldg 1500 Suisun City, CA 94585	Ms. Debra Berrett	(707) 864-7000	Yes	
51	South of Market Employment Center	1048 Folsom Street San Francisco, CA 94103	Sandra Agolvar	(415) 865-2105	Yes	
52	St. Mary's College	Career Development Center P.O. Box 3421 Moraga, CA 94575	Jim Weylano	(925) 631-4351	Yes	

53	tvjobs.com	Broadcast Employment Services P.O.Box 4116 Oceanside, CA 92052	Mark Holloway	(800) 374-0119	Yes	1
54	United Indians Nations, Inc.	Human Resources 1122 Davis Street San Leandro, CA 94577-2500	Jennifer Elk	(510) 763-3410	Yes	
55	Women's Economic Agenda Project	160 Franklin Street Oakland, CA 94607-3759			Yes	
56	Young Community Developers	1715 Yosemite Avenue San Francisco, CA 94124	Vivian Warren	(415) 822-3491	Yes	
57	Station Website	855 Battery Street San Francisco, CA 94111	Sandra Indart	(415) 765-8913	N/A	19
58	Internal Posting	855 Battery Street San Francisco, CA 94111 (CBS Corporation}	Sandra Indart	(415) 765-8913	N/A	25
59	Industry Referral				N/A	5
60	Employee Referral	CBS			N/A	12
61	Indeed.com	Online Job Bank	Website posting via CBS Applicant Tracking System (AJE)		N/A	8
62	LinkedIn Job	Online Job Bank	Website posting via CBS Applicant Tracking System (AJE)		N/A	3
63	The Muse	Online Job Bank	Website posting via CBS Applicant Tracking System (AJE)		N/A	2

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

75

III. Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Fall Career Fair, San Francisco State University	10/29/19	Sandra Indart, Payroll & Benefits Administrator Maggie Ly, News Business Manager

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Emma Bowen Foundation The Emma Bowen Foundation is committed to creating career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Once selected, the Foundation monitors students' academic and work performance throughout their time in the program.	July 2019 through September 2019 Typically, ongoing each year with same participant, but on-hold in 2020 due to the pandemic.	Lisa White (Assistant News Director) Gretchen White (News Planning Editor) Leann James (Administrative Assistant)
2. News Intern Program Interns were mentored by various news staff members. Assisted with production of our on-air newscast.	Typically, ongoing through academic year, on-hold beginning April 2020 due to the pandemic.	Gretchen White, Planning Editor

(c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>For 16 years, CBS Bay Area has collaborated with local businesses, non-profits and community leaders for after-work receptions at our studios in San Francisco that celebrate the diversity of the Bay Area. These gatherings bring together groups of influencers who are able to meet the CBS staff and on-air talent. Productive and lasting relationships have developed from these quarterly receptions. We typically have 250 people in attendance at each event. We meet people in our community, hear their stories, and give them a window of who we are and how to reach out to our news department. Also discuss careers in broadcasting.</p> <ol style="list-style-type: none"> Hispanic Heritage Month Celebration Black History Month Reception SF Asian Pacific American virtual celebration sponsor 3-hour 50th Anniversary Pride Special 	<p>September 12, 2019</p> <p>January 30, 2020</p> <p>May 2020</p> <p>June 28, 2020</p>	<p>Leann James, Administrative Assistant and various station employees</p>
<p>5. The 10th Bay Area Science Festival The Bay Area Science Festival (BASF) is a 9-day celebration of the unique science and technology of the San Francisco Bay Area, a region known for innovation. Each Fall, scientists from our local universities, companies, and museums share their stories, passion, and science at over 50 events all over the Bay Area. Programs feature hundreds of hands-on-activities, provocative conversations, electrifying performances, and tours of cutting-edge facilities. KPIX and KBCW TV are the exclusive television partners of the BASF, promoting all the free, fun activities for families, and we host Discovery Days – 3 free science days for families, bringing the fun and excitement to a huge crowd with over 300 hands-on activities, dozens of exhibits, performances, and family-oriented science entertainment. The highlight of the festival is Discovery Day at Oracle Park, with over 35,000 attendance to this free festival that promotes STEM for kids grades K-12, creating meaningful, direct interactions with scientists across all age ranges. CBS recognizes the vital role that STEM education will play in the years to come. Discovery Days strengthen this critical dialogue and empowers parents and their children to be at the forefront of this important conversation.</p>	<p>October 25- November 2, 2019</p>	<p>Paul Deanno, Meteorologist and various station employees</p>
<p>8. Students tour of station Computer Class of Rossmoor Pacific Bay School Academy of Art University students Academy of Art University students</p>	<p>September 17, 2019 September 20, 2019 October 2, 2019 February 26, 2020</p>	<p>Jeff Jeandheur Sharon Chin Sharon Chin Sharon Chin</p>
<p>9. Career Outreach San Antonio College (San Antonio, TX) San Francisco State University Journalism School Francisco Middle School Venetia Valley School San Francisco State University Journalism School Sherman Elementary School</p>	<p>September 6, 2019 October 15, 2019 November 8, 2019 February 17, 2020 February 19, 2020 March 6, 2020</p>	<p>Joe Vazquez Joe Vazquez Joe Vazquez Vernon Glenn Joe Vazquez Joe Vazquez</p>
<p>10. Diversity Outreach National Association of Hispanic Journalists (Panelist) Smithsonian Channel “Black in Space: Breaking the Color Barrier” (Panelist) SF Business Times (Mentor women for career development)</p>	<p>September 5, 2019 February 5 & 6, 2020 February 24, 2020</p>	<p>Joe Vazquez Janice Mabry Deidra Lieberman</p>
<p>11. Diversity, Education San Francisco State University Journalism School (Television Sports Instructor) Academy of Art University (Broadcast Performance Instructor)</p>	<p>Aug 26-Dec 21, 2019 Sept 11-Dec 18, 2019</p>	<p>Dennis O'Donnell Sharon Chin</p>

(d) Training Management Personnel.

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
1. Business Conduct Statement Training Course	All regular employees	An on-line training program reviewing Company policies, the law and what the Company expects of employees.
2. Anti-Corruption	All newly hired regular employees	An on-line training program reviewing Company policies, the law and what the Company expects of employees.
3. CBS Information Security Awareness	All regular employees	An on-line training program reviewing Company policies, the law and what the Company expects of employees.
4. Sexual Harassment: Our Expectation for a Respectful Workplace	All newly hired regular employees	An on-line training program reviewing Company policies, the law and what the Company expects of employees.
5. Sexual Harassment: What Leaders Need to Know	All newly hired managers & supervisors	An on-line training program reviewing Company policies, the law and what the Company expects of employees.
6. Managing Performance & Difficult Conversation	All managers & supervisors	An on-line training program reviewing Company policies, the law and what the Company expects of employees.
7. Sexual Harassment: Leading a Respectful Workplace	All managers & supervisors	An on-line training program reviewing Company policies, the law and what the Company expects of employees.
8. Sexual Harassment: Maintaining a Respectful Workplace	All regular employees	An on-line training program reviewing Company policies, the law and what the Company expects of employees.